

The following is a summary of recommended City of Austin Personnel Policy changes:

Military Pay Supplement - the current language limits the pay supplement to those *reporting after December 6, 2001 to an active duty pay status in the Uniformed Services of the U.S. Military Reserves or National Guard for Operation Enduring Freedom*. The proposed change will remove the limitation of duty being specific to *Operation Enduring Freedom* and would provide for those who are called to serve in an active capacity. This same section confines the length the military pay supplement may be provided to 52 weeks. The reference to the 52 weeks will be removed to allow for continuation of the pay beyond the 52 weeks. This change is for both non-Civil Service employees (Chapter A) and Civil Service employees (Chapter B).

Exception Vacation for Emergency Medical Services (EMS) – the current language states: *Limits for Exception Vacation for EMS employees are outlined in Appendix A*. Calculations for Exception Vacation are not included in this chart, therefore the sentence should be removed. Exception Vacation is calculated at the department based on a 40 hour work standard.

Public Safety and Emergency Management - In May 2007, the City of Austin and the Austin Public Safety Officers Association entered into its first Meet and Confer Agreement. A component of this agreement is the inclusion of drug and alcohol testing for employees covered by the Meet and Confer Agreement. Standards and procedures will be developed to meet the requirements to comply with the Agreement. In order to proceed with the drug and alcohol testing program, a new section will be added to the Personnel Policies.

Additionally, Appendix A: Leave Accrual for PSEM Peace Officers requires revisions as a result of the Agreement. Leave accrual based on a 10-hour day and the 28-day rotation will be removed. The new leave accrual calculations are as follows:

Employee Group	Hours per Work Week	Years of Service	Vacation Hours	Sick Leave Hours*
Public Safety & Emergency Management (PSEM) Peace Officers	40		6.25	4.00